

Thomas H. Melcher
Chief Deputy



James A. Eskew
Jail Commander

Office of
Sheriff of Gila County
John R. Armer



DATE: APRIL 16, 2007

TO: ALL EMPLOYEES

FROM: SHERIFF JOHN ARMER

JRA

SUBJECT: BOARD OF SUPERVISORS MARKET INCREASE APPROVAL FOR
SWORN EMPLOYEES

On Tuesday April 10, 2007 the Gila County Board of Supervisors unanimously approved an immediate market adjustment affecting Gila County Sheriff's Office sworn and three non-sworn management employees. This action was taken after my request in March for an immediate market adjustment due to an unacceptable continuing loss of sworn officers.

I was forced to take this action because the Sheriff's Office losses had reached the point where we were unable to provide 24 hour full-week coverage without working Officers on their days off to fill in. As of today we are 14 Deputies short in the field with only two presently in Academies. It takes approximately one year from time of recruitment for a Deputy to be fully and functionally trained.

Following my request the County Manager, Assistant County Manager and Board reacted very responsibly and requested the management firm Public Sector Personnel Consulting to review our present position. The firm provided a survey they had just concluded for Pinal County which indicated something had to be done immediately to convince our experienced employees to stay and to attract both trained and qualified people to our ranks as well as to convince prospective applicants to apply here rather than at remote Departments.

The survey looked at the salary ranges of all Valley Departments as well as Arizona Sheriff's Offices and then averaged those findings. The Board then approved an immediate salary adjustment as close to that average as the budget would allow. This takes effect today and should be seen on your May 4th paycheck.

You may recall the Board also pledged last year to provide increases to the 95% survey funding for all employees to bring them to 100% by July of this year. They kept that

promise with a 2.5% increase in January and I know they are planning to do it again in July if funds permit.

As of today, the Salary range for Deputy Sheriff is adjusted as follows:

POSITION	GRADE		NEW SALARY RANGE
	FROM	TO	
Deputy Cadet	32	35	\$33,711 (Recruit)
Deputy Sheriff	38	41	\$39,095 to \$58,036

Both of these ranges will adjust again to ranges 36 and 42 respectively with the anticipated July Board action.

Additionally, the range of Deputy Sergeant was adjusted from 46 to 50, Deputy Lieutenant from 55 to 59, Commander from 59 to 62 and Undersheriff from 62 to 64. The Administrative Manager was adjusted within grade also. Each 1 step range market adjustment equals 2.5% in annual salary and is effective to every employee in the position. These ranges, with the exception of the Undersheriff can expect to benefit from July Board adjustment as well.

Please join me in thanking the Board of Supervisors and County Manager and staff for working so responsibly with me to help us to continue to attract, recruit, hire, train and retain qualified, experienced Law Enforcement Professionals in the Gila County Sheriff's Office.